California Workers' Compensation

Hurt on the Job?
Information Alert for Teens

Every year, 70 workers under 18 die from job injuries in the U.S. and another 70,000 get hurt badly enough to go to a hospital emergency room. This is true even though child labor laws say employers can't give workers under 18 the most dangerous jobs.

If you get hurt on the job, your employer is required by law to provide **workers' compensation benefits**. These include:

- Medical care for your injury, whether or not you miss time from work.

- Payments if you lose wages for more than 3 days or if you are hospitalized overnight.

- Other benefits if you become permanently disabled.

Did You Know?

◆ You can receive benefits

- even if you are under 18.

- even if you are a temporary or part-time worker, no matter how long you have had your job.

◆ You receive benefits no matter who was at fault for your job injury.

◆ You don't have to be a U.S. citizen to receive workers' compensation benefits.

◆ It's illegal for your employer to punish or fire you:

- for having a job injury; *or*

- for requesting benefits when hurt on the job.

◆ You can't sue your employer for a job injury (in most cases).

◆ You can see your own doctor if you give your employer the doctor's name and address *before* you are injured.

OVER ➡

What should I do if I get hurt on the job?

- Tell your boss right away. If you're under 18, tell your parents too.

- Get emergency medical treatment if needed.

- Your employer must give you a **claim form**. Fill it out and return it to your employer to request workers' compensation benefits.
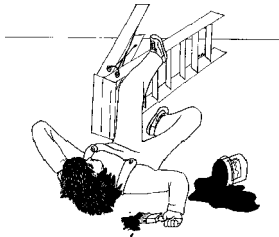
How can I prevent a job injury?

Report unsafe conditions to your boss and your union. If you need help, talk to a responsible adult, such as a co-worker, parent, or teacher. If your employer doesn't fix the problem, you can call

Cal/OSHA, the state agency that enforces health and safety laws. For information about enforcement of child labor laws, call the state **Division of Labor Standards Enforcement (DLSE)**. Cal/OSHA and DLSE are listed in the phone book under: State Government Offices/Industrial Relations.

How can I find out more about workers' compensation?

- Talk to a supervisor or manager at work. Your employer is required by law to give you information about workers' compensation.

- Talk to your union rep, if you have one.

- Contact a state **Information & Assistance officer**. Call toll-free ☎ 1-800-736-7401. For a local office, check the Government Pages at the front of the white pages of your phone book. Look under: State Government Offices/ Industrial Relations/Workers' Compensation.

For more information, contact: *(distributor's name and phone)*

Illustrations by Peter Moreno.

CAUTION

The information in this factsheet is true in most situations. However, some *rules, exceptions, and deadlines* not covered here may apply to you and affect your case. To learn more, see the factsheet For More Information.

The information here describes the California workers' compensation system as of January 1998. It applies to most private, state, and local government employees whose "date of injury" is 1994 or later.